

Brigade Command Policy # 01-02

AFZNBA-CO

MEMORANDUM FOR 1<sup>st</sup> Brigade, 1<sup>st</sup> Infantry Division (Mech)

SUBJECT: Brigade Commander's Policy on Sexual Harassment

1. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of an offensive sexual nature. Sexual harassment occurs when submission to / or rejection of such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment. Sexual harassment violates what is perhaps the most fundamental principle in human relations: ALWAYS THREAT OTHERS WITH DIGNITY AND RESPECT.
2. Sexual harassment is not limited to the work place. It can happen at any place or at any time. Sexual harassment is a violation of acceptable standards of integrity. It interferes with mission accomplishment and unit cohesion and will not be tolerated. Furthermore, sexual harassment may involve fellow soldiers, government employees, or family members.
3. The prevention of sexual harassment requires leaders at all levels to be proactive. We must make it clear that engaging in or condoning this prohibited behavior can result in disciplinary or adverse administrative action. Individuals who believe they are victims of sexual harassment are encouraged to make it clear that such behavior is offensive, and should then report the behavior immediately through the chain of command.
4. Each member of this Brigade has the right to present a complaint to the command without fear of reprisal, intimidation, or harassment. Processing complaints through the chain of command is the preferred course of action. Should one feel uncomfortable in filing a complaint with the chain of command, or if the complaint is against a member of the chain of command, the individual may contact the 1<sup>st</sup> Brigade Equal Opportunity Advisor (located in building 7010), the Post Equal Opportunity Office building 307, the Brigade Chaplain, the local Provost Marshall, the Staff Judge Advocate, or the Inspector General. Of course, my "Open Door" applies as well to complaints regarding alleged sexual harassment.
5. It is right of every soldier and family member to register complaints. Commanders and supervisors will assist proactively in the filing and resolution of such complaints in a timely, responsive fashion. Complaints which are not resolved to the satisfaction of the person who raised them will be brought to my attention.
6. This policy will be posted permanently on the bulletin board of every company and battery assigned to this Brigade, and will be used during the command's new soldier orientation program.
7. "Devil Brigade!"

*//original signed//*  
**BART HOWARD**  
COL, AR  
Commanding